

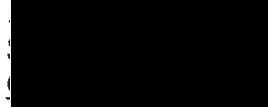
# EXHIBIT 1



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
New York District Office

33 Whitehall Street, 5<sup>th</sup> Floor  
New York, NY 10004-2112  
Intake Information Group: (800) 669-4000  
Intake Information Group TTY: (800) 669-6820  
New York Direct Dial: (929) 506-5270  
FAX (212) 336-3625  
Website: [www.eeoc.gov](http://www.eeoc.gov)

Gail Washbush



Re: EEOC Charge No. 520-2017-00087  
IBM

Dear Ms. Washbush:

We recently investigated the above-named respondent under the Age Discrimination in Employment Act (ADEA), which protects persons over 40 from age discrimination in most phases of employment. We found that you were discriminated against in violation of the ADEA in that you were discharged based on your age. We asked Respondent to resolve this matter through conciliation, however, it declined to do so. The Commission may request relief to be provided but cannot order it.

The EEOC has decided that it will not bring a lawsuit in this case. This does not affect your right to sue. However, your suit must be brought within 90 days of receipt of this letter. Otherwise your right to sue is lost. Please email Jennifer Carlo at [jennifer.carlo@eeoc.gov](mailto:jennifer.carlo@eeoc.gov) if you have any questions.

ARLEAN NIETO

On Behalf of the Commission,  
Digitally signed by ARLEAN NIETO  
Date: 2021.07.19 16:59:01 -04'00'

Date:

for Judy Keenan, Director  
New York District Office